



County of Los Angeles  
**CHIEF ADMINISTRATIVE OFFICE**

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
(213) 974-1101  
<http://cao.co.la.ca.us>

DAVID E. JANSSEN  
Chief Administrative Officer

March 14, 2006

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Board of Supervisors  
GLORIA MOLINA  
First District

YVONNE B. BURKE  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

Dear Supervisors:

**IMPLEMENTATION OF THE SHERIFF DEPARTMENT'S ENHANCED  
FIELD TRAINING OFFICER PROGRAM  
(3 - VOTES)**

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve the implementation of an Enhanced Field Training Officer (FTO) Program in the Sheriff's Department.
2. Adopt the accompanying ordinance amending Title 6 of the Los Angeles County Code to implement the changes recommended herein.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Your Board approved final changes to the FY 2005-06 Adopted Budget to include the Sheriff's Department's request to fund a critical need for an enhanced FTO program. The Sheriff's Department proposes implementing the program effective March 1, 2006. The attached ordinance provides the authority to compensate staff consistent with provisions of the program.

**Implementation of Strategic Plan Goals**

This action supports the County's Strategic Plan Goal of Workforce Excellence by implementing a program that enhances the training, knowledge and skill of Deputy Sheriffs.

**FISCAL IMPACT/FINANCING**

Funding for an enhanced FTO program is provided in the Sheriff's FY 2005-06 Adopted Budget.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The responsibilities of Field Training Officers to train, develop and mentor new patrol officers have become increasingly more demanding. Effective March 1, 2006, the proposed program and attached ordinance will provide skill pay enhancements to Deputy Sheriffs to retain proven leaders to train and mentor new patrol officers.

The enhanced program provides additional compensation to FTOs and establishes a Master Training Officer at each Sheriff Patrol station. Deputy Sheriffs with one (1) year as an active FTO will receive additional compensation of 11% of their base salary. Upon completion of 18 months as an active FTO and appointment to a Master Field Training Officer assignment, a Deputy Sheriff shall receive additional compensation equivalent to 16.5% of their base salary. Appointed Master Field Training Officers will, after completion of 12 months as an active Master Field Training Officer, receive additional compensation equivalent to 22% of their base salary.

The Sheriff has placed a high priority on implementing an enhanced FTO program. Adoption of the attached ordinance will allow the Sheriff to immediately implement the program. The County has met and conferred with the affected labor unions on the mandatory subjects of negotiation, and continues to meet with unions on non-mandatory subjects.

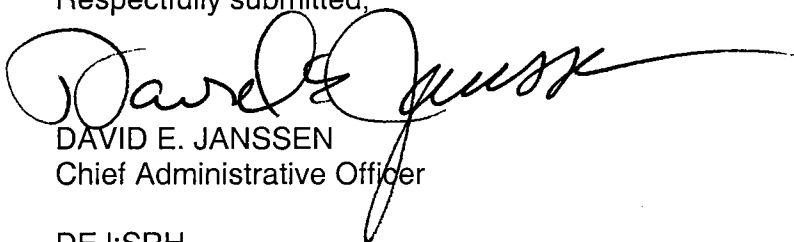
### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Adoption of this program will result in well trained patrol officers who will better be able to successfully serve and protect the public.

### **CONCLUSION**

The accompanying ordinance has been approved as to form by County Counsel.

Respectfully submitted,



DAVID E. JANSSEN  
Chief Administrative Officer

DEJ:SRH  
JA:PDC:rlid

c: County Counsel  
Executive Officer, Board of Supervisors  
Auditor-Controller  
Director of Personnel  
Sheriff

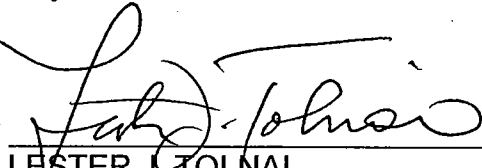
## ANALYSIS

This ordinance amends Title 6 - Salaries of the Los Angeles County

Code by:

- Adding additional information concerning compensation for positions  
in the Enhanced Field Training Officer Program in the Sheriff's Department.

RAYMOND G. FORTNER, JR.  
County Counsel

By   
LESTER J. TOLNAI  
Principal Deputy County Counsel  
Labor & Employment Division

LJT:mag  
Requested (01/19/06)  
Revised (01/27/06).

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code,  
relating to the Sheriff.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 6.120.020 is hereby amended to read as follows:

**6.120.020 Additional information.**

...

N. Effective March 1, 2006, persons employed on the item of Deputy Sheriff  
(Item No. 2708) who are assigned to a Patrol Station as a Bonus Level I, Field Training  
Officer shall be entitled to additional compensation as follows:

1. Upon completion of 12 months as an active Field Training Officer,  
such persons shall be entitled to additional compensation at a rate two schedules higher  
than that otherwise approved by the Board of Supervisors for such assignment;

2. Upon appointment to a Master Field Training Officer assignment,  
such persons shall be entitled to additional compensation at a rate two schedules higher  
than that provided in subsection N. 1. above;

3. Upon completion of 12 months as an active Master Field Training  
Officer assignment, such persons shall be entitled to additional compensation at a rate  
two schedules higher than that provided in subsection N. 2. above;

4. The additional compensation provided by this subsection N shall  
cease in accordance with Section 6.28.140 of this Code.

**SECTION 2.** Pursuant to Section 25123(f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after March 1, 2006, it shall be construed and applied as if it were effective and operative on March 1, 2006.

[6120020GLLTCAO]